RESEARCH and analyses

Analysis, Public and Legal Affairs

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## HIGHLIGHTS

Training awards program:

- At the master's and doctoral levels, the proportion of women awardees has been stable at **more than 60%** for the last three years.
- At the postdoctoral level, the proportion of women awardees rose significantly during the 2007-2008 period. It now stands at **more than 50%.**

Career awards program:

- In 2007-2008, women awardees represented **more than 50%** of J1 and J2 research scholars (regular).
- On the other hand, in the case of senior and national research scholars, the proportion of women awardees remains **below 50%.** However, the proportion of women awardees among the recipients of new awards rose by **17 percentage points** between 2006-2007 and 2007-2008.
- It is among clinical research scholars that the proportion of women awardees is the weakest. Moreover, it has been decreasing for the last three years, which seems to indicate that women clinician-researchers face specific challenges.

## AWARDS AND GRANTS

# Distribution of women and men among awardees, in the training awards and career awards competitions from 2005-2006 to 2007-2008

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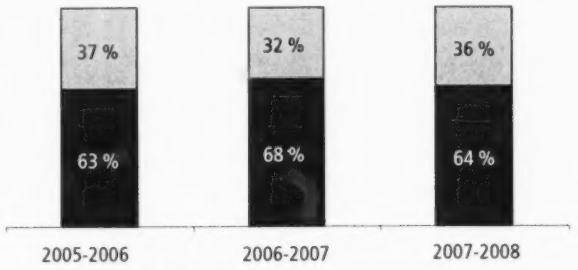
Like other grant organizations both within and outside Canada, the FRSQ confers awards and grants on the basis of a highly competitive and rigorous process based on peer evaluation. While this process remains unaffected by any form of quota or target, regular monitoring of cohorts after conferral allows a representative portrait of FRSQ recipients to be drawn up and analyzed.

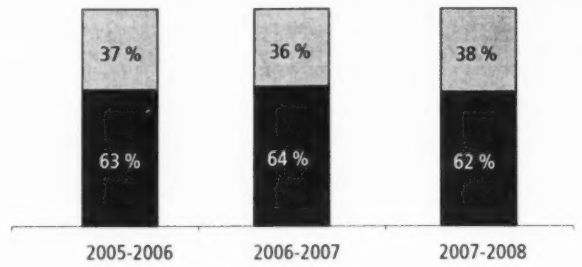
The graphs on the following pages show the changes in the distribution of women and men within the cohorts of scholars (recipients of training awards) and of research scholars (recipients of career awards) during the last three years. These are precursory data for a larger study that the FRSQ will carry out in 2007-2008, which will focus on the presence of women in its training awards and career awards programs. This study will also allow the specific challenges that women must face throughout their research careers to be identified.

**Figure 1- Distribution men / women of new master's awards***



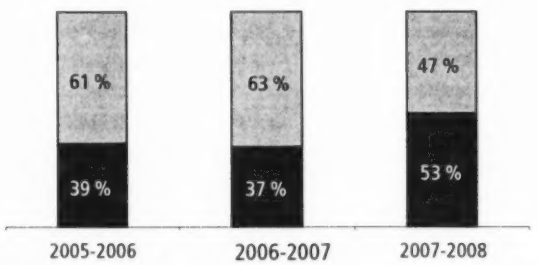

*Source: FRSQ, dated May 23, 2007.*
** Including awards for holders of a professional degree and awards for medical students.*

**Figure 2- Distribution men / women of new doctoral* awards**




*Source: FRSQ, dated May 23, 2007.*
** Including awards for holders of a professional degree and awards for medical students*

**Figure 3- Distribution men / women of new postdoctoral* awards**




*Source: FRSQ, dated May 23, 2007.*
** Including professional postgraduate training, or fellowship, awards and international exchanges.*

## Strong presence of women in the master's and doctoral programs

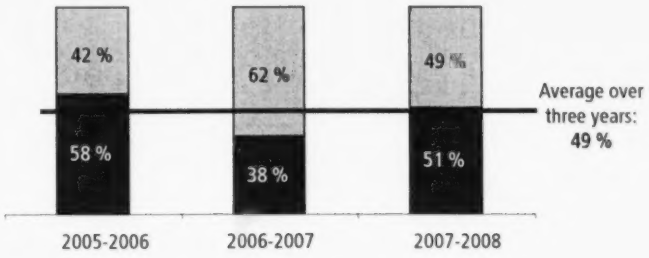
Women represent almost two thirds of the recipients of new awards conferred by the FRSQ in its master's and doctoral awards programs. This proportion, which remains stable throughout the period covered, is a reflection of the situation that prevails in university programs involving health disciplines, where women also represent the majority in the student cohorts.

## Significant increase in the number of women in the 2007-2008 competition, at the postdoctoral level

Up until 2006-2007, men comprised two thirds of the recipients of new postdoctoral awards conferred by the FRSQ. However, the results of the 2007-2008 competition reveal a significant increase with respect to women, who now represent more than half the cohort of new scholars. It is, however, too soon to determine whether this new trend will persist. The study to be carried out by the FRSQ on the presence of women in these programs should shed light on this subject.

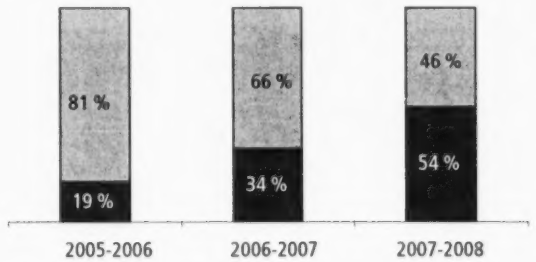
KEY Women Men

**Figure 4- Distribution men / women of new J1 research scholar awards (regular)**



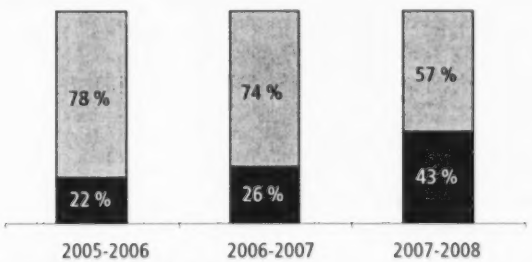

*Source: FRSQ, dated May 23, 2007.*

**Figure 5- Distribution men / women of new J2 research scholar awards (regular)**




*Source: FRSQ, dated May 23, 2007.*

**Figure 6- Distribution men / women of new senior and national research scholar awards**




*Source: FRSQ, dated May 23, 2007.*

## Variation in the representation of women among J1 research scholars (regular)

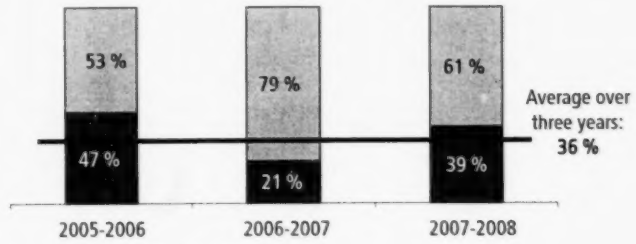
The proportion of women J1 research scholars (regular) declined significantly in 2006-2007. Despite this, women represented on average approximately half of the recipients of new awards given to J1 research scholars (regular) during the last three years.

## Sustained increase in the proportion of women among J2 (regular), senior and national research scholars

For the period covered, the proportion of women among recipients of new awards given to J2 research scholars (regular) almost tripled, going from 19 % to 54 %. Concurrently, the proportion of women among recipients of new awards given to senior and national research scholars doubled, going from 22 % to 43 %.

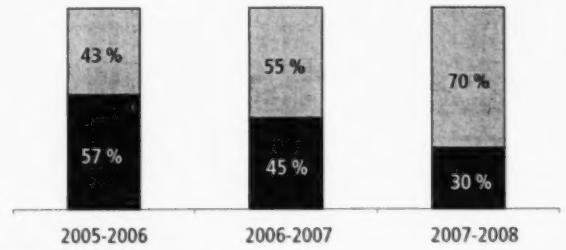
KEY Women Men

**Figure 7- Distribution men / women of new J1 clinical research scholar awards**



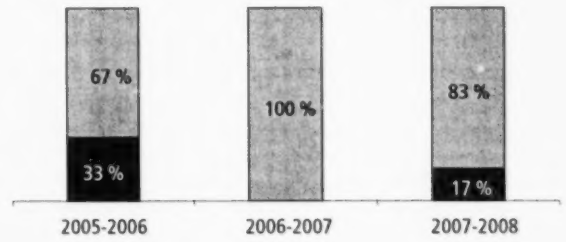

*Source: FRSQ, dated May 23, 2007.*

**Figure 8- Distribution men / women of new J2 clinical research scholar awards**




*Source: FRSQ, dated May 23, 2007.*

**Figure 9- Distribution men / women of new senior clinical research scholar awards**




*Source: FRSQ, dated May 23, 2007.*

## The participation of women in the FRSQ's clinical research scholar programs seems to present specific challenges

Women represented, on average, a little over a third of recipients of new J1 clinical research scholar awards during the 2005-2006 to 2007-2008 period. However, the proportion of women among the recipients of new awards declined significantly in 2006-2007, as was the case with J1 research scholars (regular).

## Decrease in the proportion of women among J2 clinical research scholars and senior clinical research scholars

In contrast to the situation which prevails in the regular research scholar programs, the proportion of women in the J2 clinical research scholar program and senior clinical research scholar program has decreased during the last three years. It went from 57 % to 30 % for J2 (clinicians) and from 33 % to 17 % for seniors (clinicians). In the latter case, it should be noted that there were no women among the recipients of new awards conferred by the FRSQ in 2006-2007.

KEY Women Men